

***Team
Marine***



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Expectations of Marines

- To be part of our Corps vision
- To receive honest feedback
- To be treated professionally and respectfully
- To be valued as unique individuals
- To be fully accepted as a Marine

Purpose

- Improve our ability to work together
- Understand how each Marine brings strength to the Corps
- Learn how to avoid prejudicial treatment and discrimination
- Improve and encourage communication

Overview

- Differences
- Perceptions
- Stereotypes
- Bias
- Prejudicial Treatment
- Discrimination
- Racism



Teamwork

- Working together to achieve common goals
- Recognize individual achievement
- Teacher/scholar relationship
- Capitalize on strengths, improve on weaknesses

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Core Values

- ▣ ***HONOR***
- ▣ ***COURAGE***
- ▣ ***COMMITMENT***



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THE COMMANDANT'S PERSPECTIVE

Upon entering the Marine Corps, we each earn the title: United States Marine. The attitude and character that come with this title set us apart from all other fighting forces and they are the glue that cements our Corps together. It gives Marines a common outlook that transcends rank, unit, or job; it is the heart of the Marine Corps. This unique Marine heritage is passed down from Marine to Marine, instilling in each of us an understanding that being a Marine is something special. In desperate fights, this spiritual strength of our Corps, established in our peacetime training, has proven crucial to victory.

Preparing for combat is more than intense training; it is more than possessing superior technology. It is building a focused mindset that says, "I can depend on my fellow Marine." It creates an awareness that every Marine is an integral part of a unit where all are valued equally for their willingness to stand and fight. Success on the battlefield dictates that every Marine must be fully integrated into the combat team; each member of this team must understand and trust one another.



Simply put, this trust is what builds the cohesion necessary for our success. Marines trust one another. We trust our fellow Marines to accomplish their part of the mission. We trust them to apply our leadership principles and take care of their Marines. We trust them to live up to our Core Values of Honor, Courage and Commitment. In effect, we trust them to "do the right thing."

Therefore, I want all Marines to understand the importance of treating each other with respect and fairness. An environment of fairness for all Marines is crucial to building a winning warfighting team. Our Corps historically has crossed the line of departure together, united in focus, beliefs, and orientation. I will not tolerate any behavior, belief, or act that detracts from this teamwork, places the mission at risk, and jeopardizes our most valuable asset: our Marines. Treating each other with the dignity, respect, and fairness we each deserve is a simple task and as Marines, we should do no less. The result will be a stronger Corps and Nation.



James L. Jones
JAMES L. JONES
General, United States Marine Corps
Commandant of the Marine Corps

Differences

- Age
- Gender
- Race
- Ethnic group & background



Perceptions

- Belief that something is true
- Mental image formed through observation
- Tendency to overlook facts which do not support our beliefs
- Can affect an individual or a unit

Perceptions

- Check perceptions for accuracy
- False perceptions must be corrected
- Unit readiness impacted
- Think before you act

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Stereotypes

- Perceptions about groups of people
- Narrow, judgmental, and rigid
- Use to justify our beliefs about others
- Are always harmful

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Bias

- Unreasonable and unfair distortion of judgement
- Major cause of personal bias is not understanding why people are different
- Can impact on an individual or a unit

Impact of Bias

- ▢ Individuals treated unfairly
- ▢ Detracts from effective leadership
- ▢ Affects decision making
- ▢ Be aware of personal bias

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Final Filter

- Why did I choose this option
- Is my choice fair to all stakeholders
- Does my decision violate any laws or regulations
- If everyone followed my example would the effect be favorable
- Do I need to modify my decision based on my above responses

Prejudicial Treatment

- When bias affects our ability to judge and treat others fairly
- In response to long-held personal beliefs
- Results in unfair treatment and impacts on teamwork

Discrimination

- Denies equal treatment because of differences
- Actions based on age, gender, race, ethnic group, or background
- Unacceptable conduct

Racism

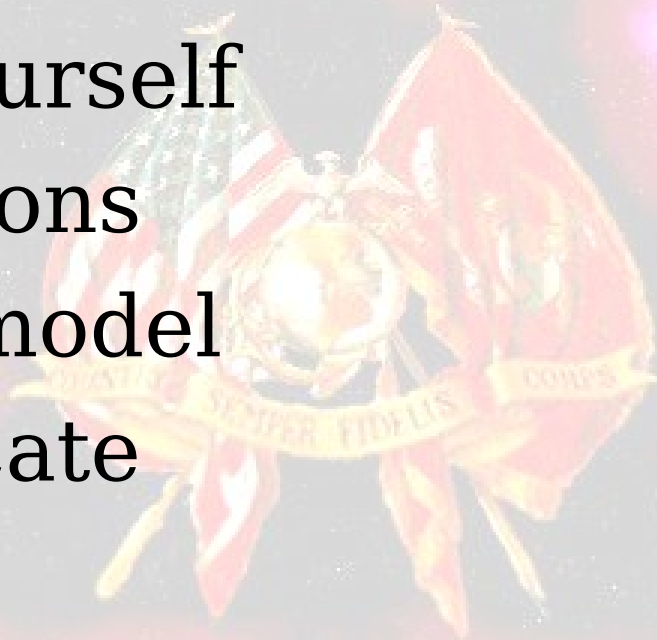
- Belief that some races are superior and others are inferior
- Extreme form of prejudice
- Denies respect to others because of their race
- Impacts on the individual and the unit

Added Stress

- Anxiety felt by members of a specific group
- Belief that an individual represents all members of the group
- Singling out people due to differences contributes to added stress

Corrective Action

- Inspect Yourself
- Ask questions
- Be a role model
- Communicate



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Summary

- Manage personal bias
- Correct actions of others
- Take responsibility
- Judge individuals on their merits
not on differences
- Communicate!

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...Every individual is
entitled to be judged on
his or her merits as a
Marine, rather than upon
differences...

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